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Message Text

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PAGE 01 MEXICO 03004 060056Z

14-C
ACTION PER-10

INFO OCT-01 ISO-00 /011 W
---------- 022988
R 052344Z MAR 76
FM AMEMBASSY MEXICO
TO SECSTATE WASHDC 3459

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E. O. 11652: N/A
TAGS: APER, MX
SUBJECT: FOREIGN SERVICE LOCAL EMPLOYEE MANAGEMENT RELATIONS

REF: STATE 48100

1. THE RESPONSES TO QUESTIONS ASKED REFTEL CORRESPOND TO LETTERED QUESTIONS IN MESSAGE.
A) THERE IS A SINGLE MISSION-WIDE MEXICAN EMPLOYEE ASSOCIATION CALLED QUOTE ASSOCIATION OF MEXICAN EMPLOYEES AT THE SERVICE OF THE U.S.G. UNQUOTE. THE ORGANIZATION WAS ESTABLISHED AT A MEETING HELD ON JANUARY 26, 1976.
B) NO FORMAL WRITTEN AGREEMENT EXISTS, BUT WE HAVE IN EXHCANGE OF LETTERS SANCTIONED CONTINUING CONSULTATION BETWEEN EMBASSY MANAGEMENT OFFICIALS AND ASSOCIATION REPRESENTATIVES.
C) THE ASSOCIATION CLAIMS TO REPRESENT ALL NON-AMERICAN EMPLOYEES AND AT THEIR FIRST TWO MEETINGS HAVE ATTRACTED ROUGHLY ONE-THIRD OF THEIR POTENTIAL MEMBERS.
D) TO DATE, ONLY THE ADMINISTRATIVE COUNSELOR HAS CONSULATED WITH THE ORGANIZATION'S TWO DESIGNATED QUOTE LIAISON OFFICERS UNQUOTE. THEY HAVE NO OTHER OFFICERS.
E) THE QUESTION OF AFFILIATION WITH OUTSIDE LABOR ORGANIZATIONS HAS NOT ARISEN AND IS NOT LIKELY TO BE A PROBLEM. THE EMBASSY'S MANAGEMENT OFFICIALS, IN SANCTIONING THE ORGANIZATION HAVE STRESSED SUCH OUTSIDE CONTRACTS WILL NOT BE TOLERATED.
F) OWING TO ITS RECENT FORMATION, FORMAL PRESENTATION OF ISSUES HAS NOT YET BEEN FORMALIZED, BUT IN THE INITIAL
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FORMAL DISCUSSIONS JOB CLASSIFICATION AND DEEPER FSL

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INVOLVEMENT IN WAGE SURVEYS ARE MATTERS OF PRIMARY CONCERN.
H) THERE HAVE BEEN NO WORK DISRUPTIONS OR OTHER ORCHES-
TRATED ACTIVITIES IN SUPPORT OF THE NEW ASSOCIATION OR
AGAINST THE EMBASSY.
I) THE NEW ORGANIZATION WILLNO DOUBT BE A CONSTRUCTIVE
FORCE FOR GOOD IN DEALING WITH BREAD AND BUTTER ISSUES
WHICH DIRECLY AFFECT THE PROFESSIONAL STATUS AND WELL
BEING OF ASSOCIATION MEMBERS. THE EMBASSY WELCOMES THE
CREATION OF THE ASSOCIATION AND WILL USE IT TO SERE THE
FAIR INTERESTS OF BOTH THE FSL GROUP AND MANAGEMENT.
J) NO THER DIPLOMATIC ESTABLISHMENT IN MEXICO DEAL
WITH ORGANIZED EMPLOYEE ASSOCIATIONS.
K) IT IS TOO EARLY TO EVALUATE THE NEW ORGANIZATION, BUT
THE IDEA OF GROUP REPRESENTATION IS POPULAR AND PROBABLY
HERE TO STAY.
JOVA

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Disposition Authority: buchant0
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